

FOCUSED ASSESSMENT AND PROFESSIONAL GROWTH

Professionally Licensed Personnel

Introduction

Educators holding a Professional License (tenure may also be required by a LEA) begin their evaluation with a Goal Setting Conference. A self-assessment is completed by the educator based upon evidence of student performance collected through a variety of assessment techniques. The evaluator will review the results of previous evaluations. As the educator and evaluator share this information, an area(s) of strength and an area(s) for growth are identified. Using this data in addition to the Tennessee School Improvement Planning Process (TSIPP) as appropriate, the educator and the evaluator craft a Professional Growth Goal. This goal should be tied to identified areas for growth and improved student performance.

There are several pathways to use in reaching goal attainment. Those pathways may include classroom observations, research and study, action research, the use of a cognitive coach, and collaborations. The resulting growth plans will include initial knowledge building, application and implementation, evaluation and communication of successes to others (productive leadership). All plans should be grounded in current research and may provide for contextual testing of strategies/techniques through action research.

